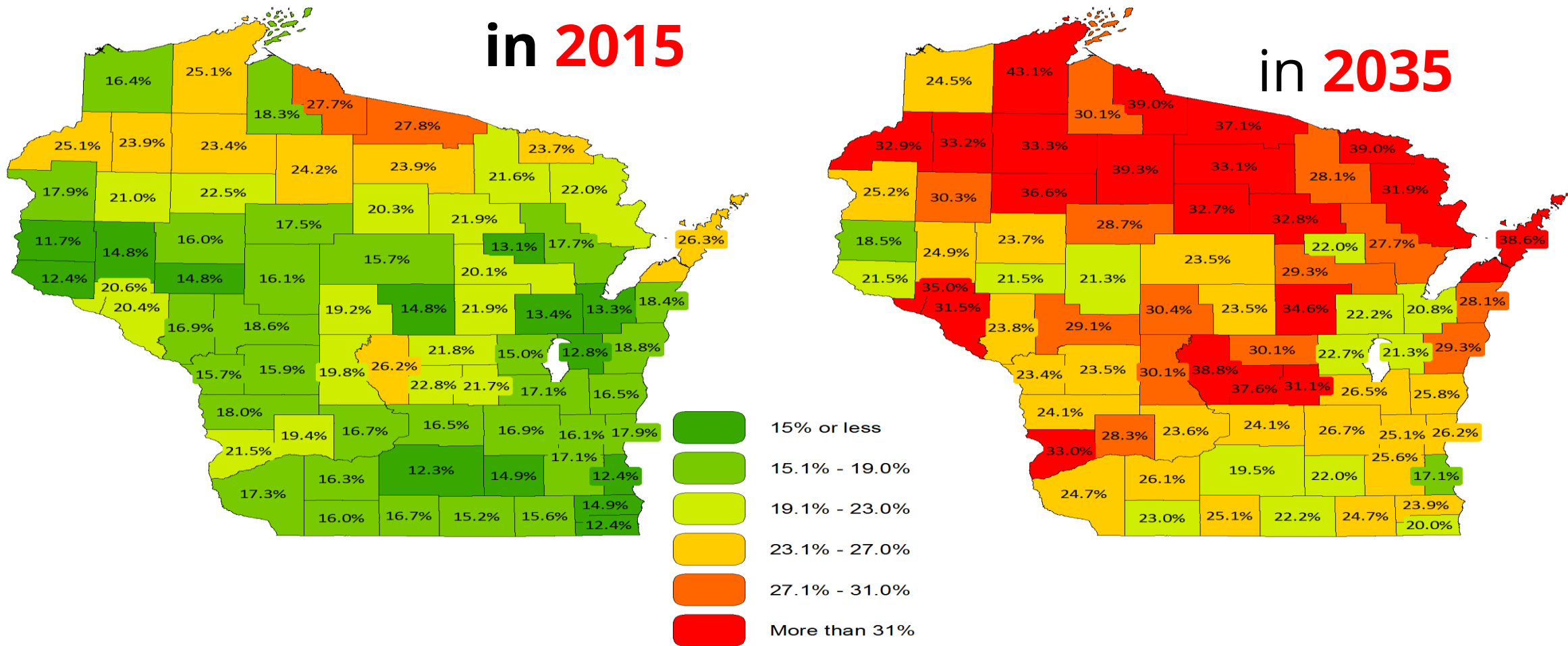




Wisconsin Youth Apprenticeship: Your Force for the Future

Darla Burton & Amy Phillips
Bureau of Apprenticeship Standards
Wisconsin Department of Workforce Development

Why youth and YA are important



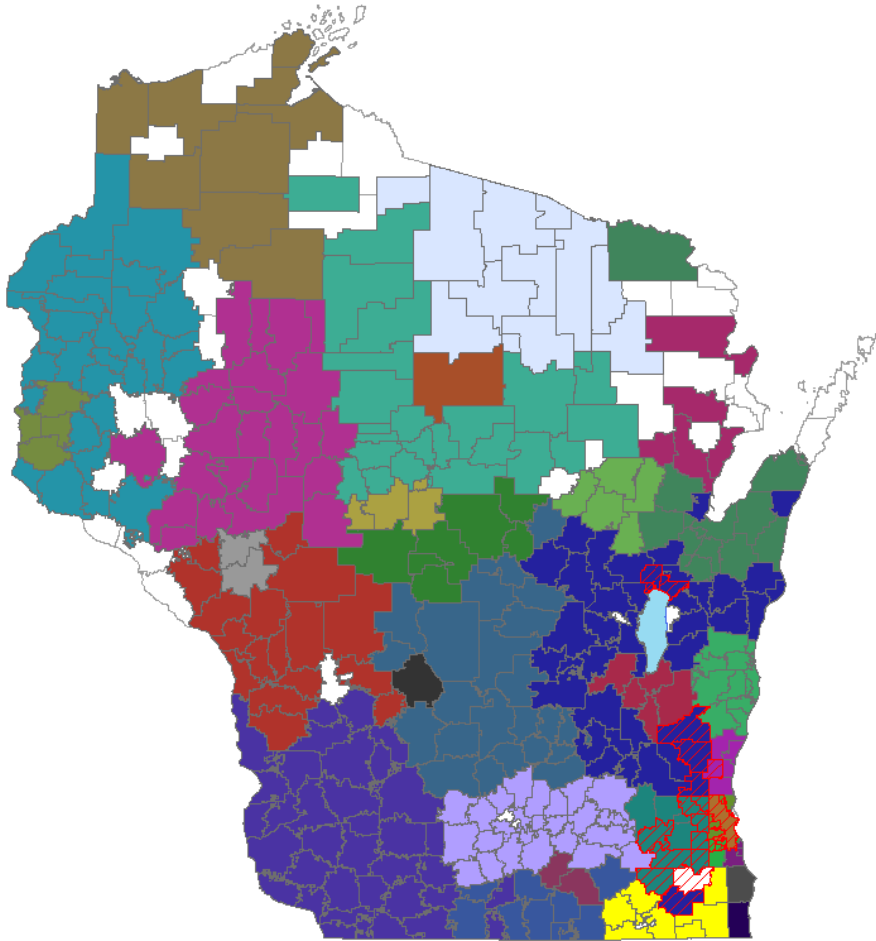
YA Overview

Program Description:

- Statewide school-to-work initiative since 1991, modeled after Registered Apprenticeship
- One or two year program
- Combines 180 hours/ year of related technical instruction with mentored on-the-job training
- Students work a minimum of 450 hours/year being paid at least minimum wage
- Available to youth in participating school districts



YA Program Structure



YA State Coordinators:

- 4 staff at state level

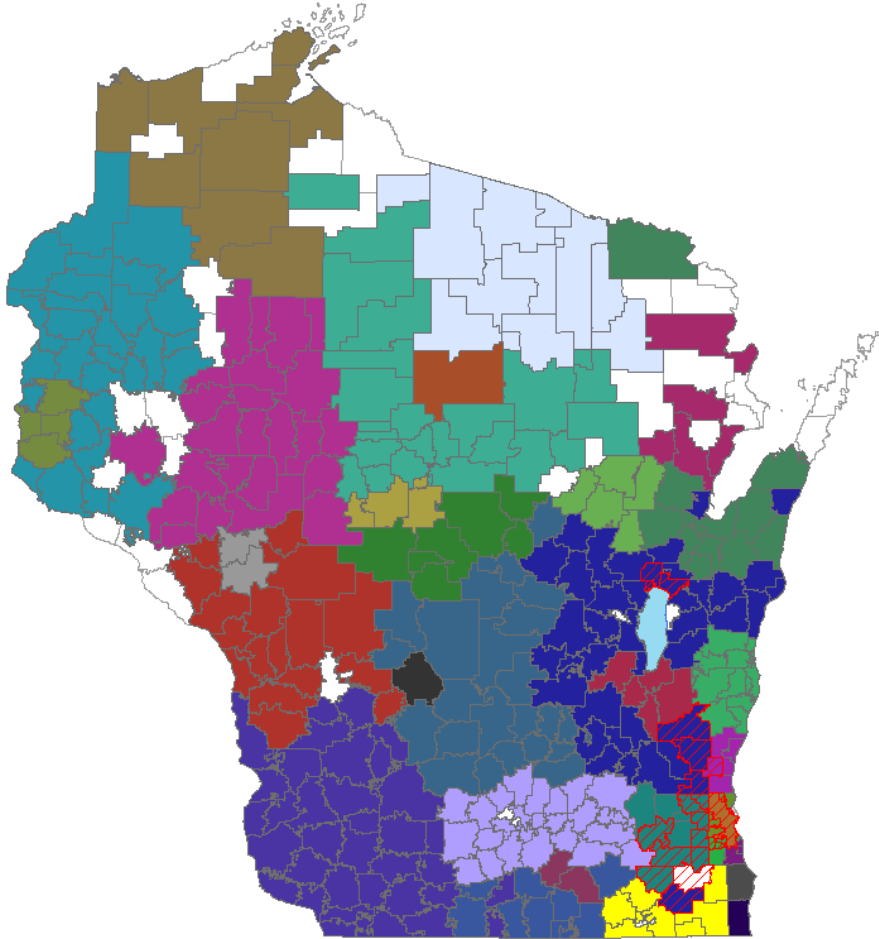
YA Regional Coordinators:

- 38 Regional Consortium Coordinators or one per Consortium

YA Local Coordinators:

- 374 Local Coordinators or one per participating school

YA Program Implementation



YA Regional Consortiums:

- Consortiums form around 1 or more school districts
- Each consortium has a designated YA Regional Coordinator and a Steering Committee
- Regional Coordinator typically recruits businesses, may be employed outside of school district

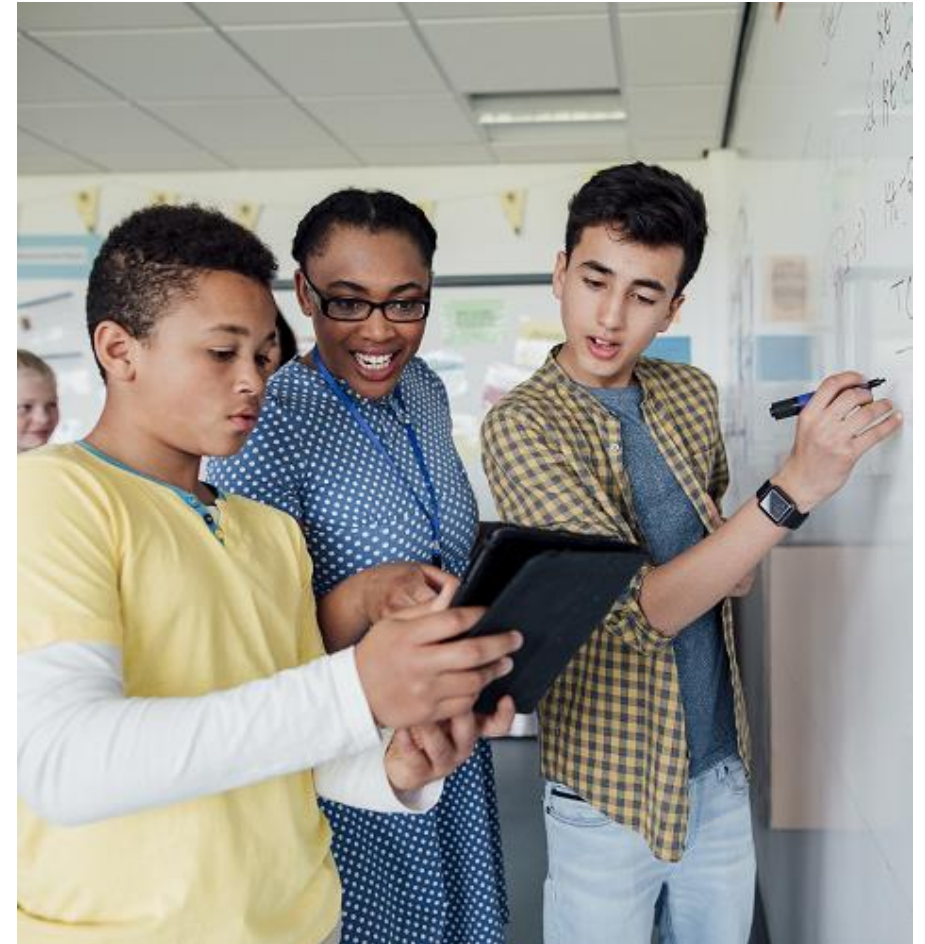
YA Program Implementation cont.

Participating School Districts:

- 324 school districts participate
- 394 high schools participate
- On-site teacher/staff coordinator

Advantages of Localized Model:

- Responsive to local economy
- Selects appropriate education
- Reduces administrative costs



“

Thank you for having hope and faith in us, thank you for teaching us life lessons, and thank you for this amazing opportunity, thank you.

~Brady W.



Program Design

Program Description:

- Each employer assigns a mentor
- Grade Point Average (GPA) can NOT be used as a deciding factor for participation
- Related instruction is local
- Work hours are determined by the employer
- Individualized Education Plans (IEP) can be followed
- Reasonable accommodations are encouraged



Program Design: Standardized Skill Competencies

Driven by industry

- Updates coming soon

Standardized statewide

- Links to Registered Apprenticeship

Simultaneous work/learning:

- Learning Objectives provide the academic base
- Worksite Competencies provide hands on skills/abilities

Flexible instruction delivery

- Online
- Local High School
- Local Technical College




YA Career Clusters:

- Agriculture, Food & Natural Resources (AFNR)
- Architecture and Construction
- Arts, A/V Technology & Communications
- Finance
- Health Sciences
- Hospitality, Lodging and Tourism
- Information Technology (IT)
- Manufacturing
- Marketing
- Science, Technology, Engineering & Math (STEM)
- Transportation, Distribution and Logistics (TDL)



Program Checklist

		
Manufacturing Skill Standards Checklist		
Student Name	YA Student ID Number	
YA Coordinator	YA Consortium	
School District	High School Graduation Date	
Certification Areas Completed: Required Skills - For EACH Pathway Check <input checked="" type="checkbox"/> completed areas		
<input type="checkbox"/> Core Skills		
<input type="checkbox"/> Safety		
<input type="checkbox"/> Manufacturing Fundamentals		
Production Pathway		
<input type="checkbox"/> Assembly and Packaging Unit		
<input type="checkbox"/> Manufacturing Processes Unit*		
<input type="checkbox"/> Machining Unit*		
<input type="checkbox"/> Welding Unit*		
Production Operations Management Pathway		
<input type="checkbox"/> Production Operations Management Unit		
Maintenance, Installation, and Repair Pathway		
<input type="checkbox"/> Basic Industrial Equipment Unit		
<input type="checkbox"/> Advanced Industrial Equipment Unit		
Level One Requirements: Students must complete ALL listed below Check <input checked="" type="checkbox"/> completed areas		
<input type="checkbox"/> Required Skills		
<input type="checkbox"/> Minimum of ONE Unit		
<input type="checkbox"/> Minimum of 2 semesters related instruction		
<input type="checkbox"/> Minimum of 450 work hours		
Level Two Requirements: Students must complete ALL listed below Check <input checked="" type="checkbox"/> completed areas		
<input type="checkbox"/> Required Skills for EACH pathway		
<input type="checkbox"/> Minimum of TWO Units		
<input type="checkbox"/> Minimum of 4 semesters related instruction		
<input type="checkbox"/> Minimum of 900 work hours		
* Unit can be completed two times IF different processes are learned		
Total Hours Employed	Company Name	Telephone Number

DETW-16165-E (R. 08/2012)

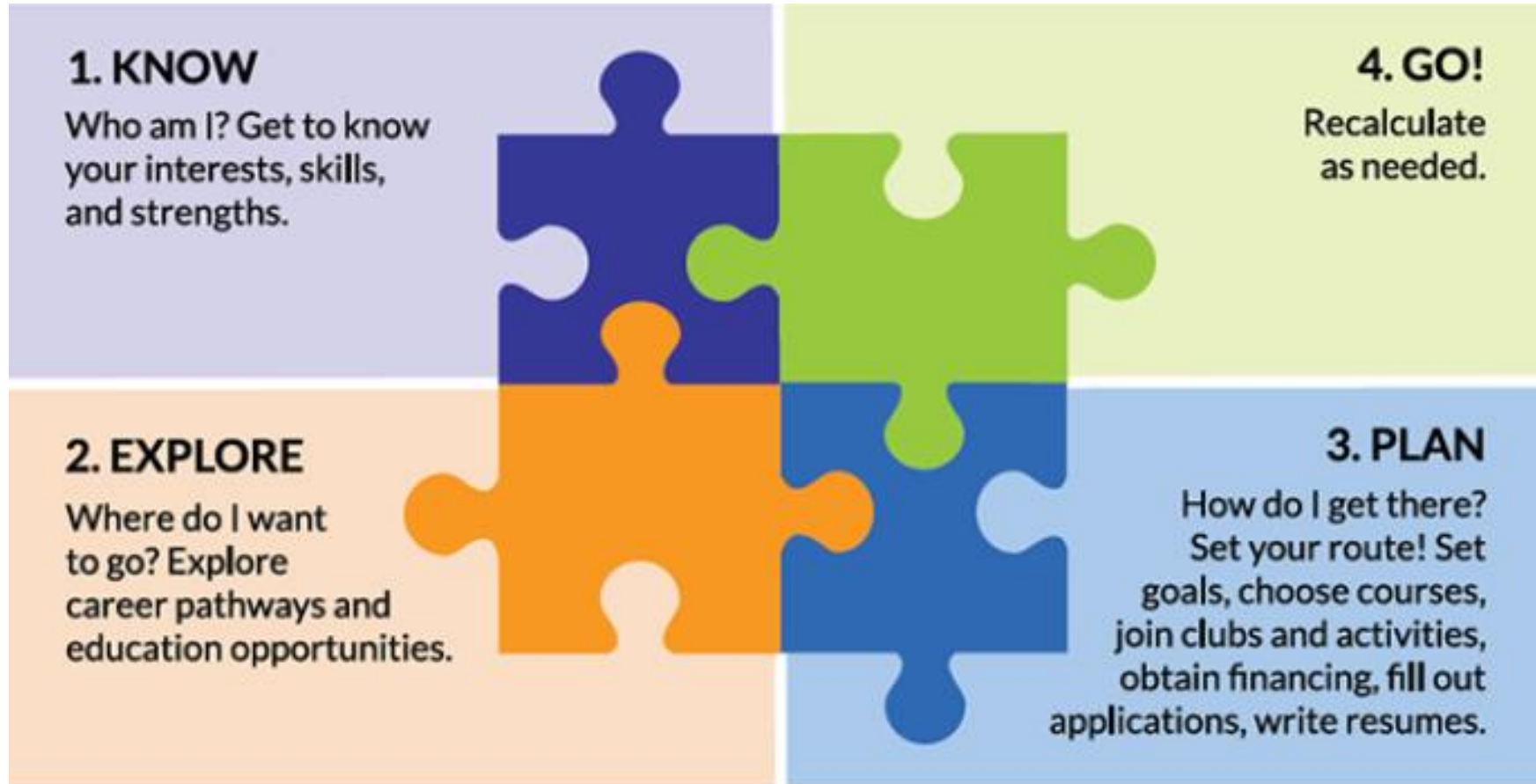
Find checklists at:
ya.wi.gov



SINCE 1991
YOUTH APPRENTICESHIP
WISCONSIN



Wisconsin Academic and Career Planning



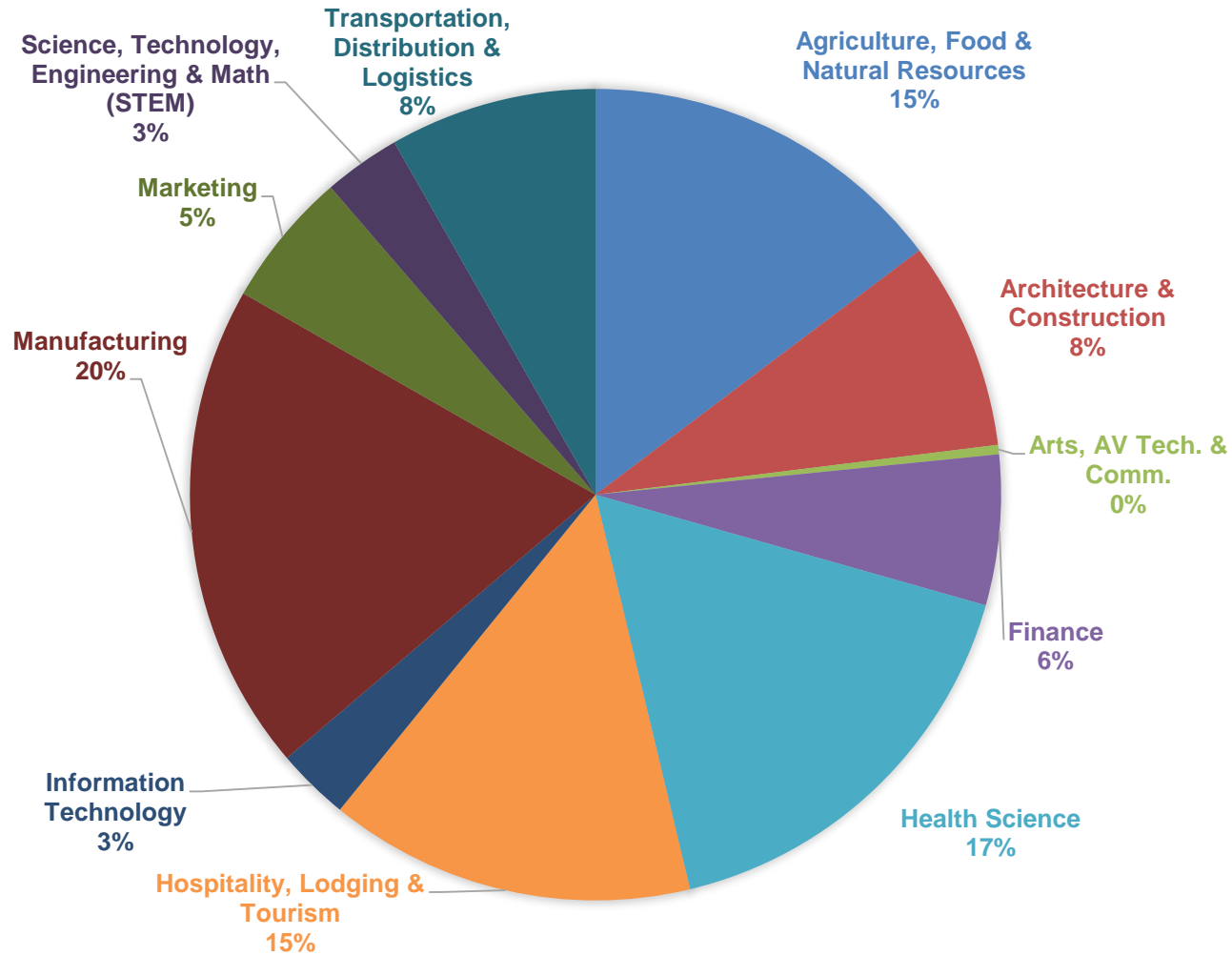
Program Enhancements

Access Department of Workforce Development (DWD) for placement support for students with disabilities in Wisconsin:

- Division of Vocational Rehabilitation (DVR) Counselors assigned to local high schools:
https://dwd.wisconsin.gov/dvr/pdf_files/school_liaisons.pdf
- Business Service Consultants (DVR):
https://dwd.wisconsin.gov/dvr/business/bsc_contact.htm
- Other—call with questions 608.266.5138



2018-2019 Participation

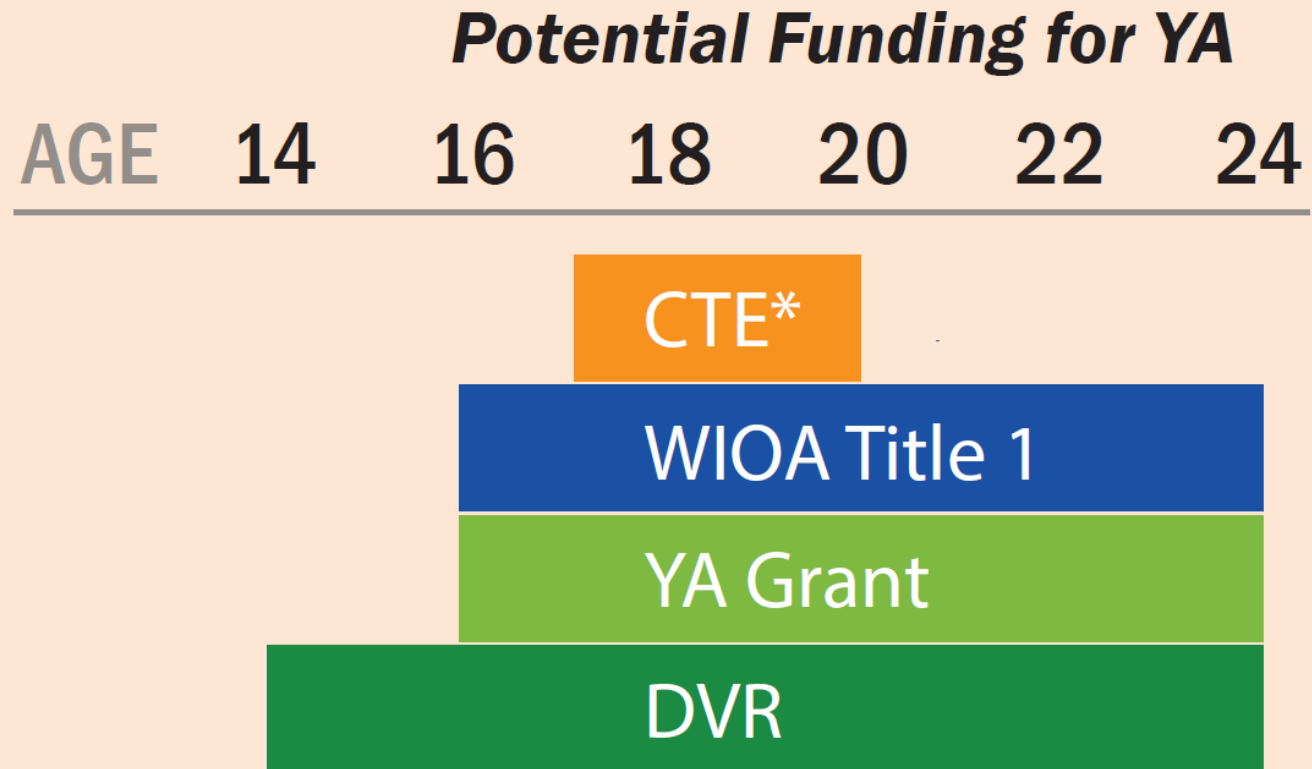


2018-19 Year End Results:

- YA Enrollees: 5,097
- Employers: 3,669
- Consortia: 33
- Average Wage: \$10.21
- Completion Rate: 85%
- Demographics:
 - 41% female
 - 10% minority
 - 11.0% at risk/IEPs



Stackable Resources



**Funds awarded per completion*

Wisconsin YA Certificate



Wisconsin YA to RA Bridge

Youth Apprenticeship (YA)

- High school juniors and seniors
- 450-900 hours of work-based learning
- Two semesters per year of related instruction
- Competencies defined and assessed
- Gives broad overview of industry
- “A mile wide and an inch deep”

Registered Apprenticeship (RA)

- Adult workers (average age 28)
- 2,000 – 10,000 hours of work-based learning
- 144 hours per year of related instruction
- Competencies defined and assessed
- Gives thorough knowledge of occupation
- “An inch wide and a mile deep”



Wisconsin YA to RA Bridge



Information Technology (IT) Youth Apprenticeship (YA) Plan of Study

NAME: _____ DATE: _____

The **IT Youth Apprenticeship Pathway Units** and **Related Technical Instruction** course selection and delivery are entirely within local consortium control. The recommendations listed below are only a suggested path of YA IT career planning and should be individualized to meet each learner's educational and career goals. All plans should meet high school graduation requirements, as well as, college entrance requirements if applicable.

HIGHLY Recommended for **ALL** IT YA students

Educational Level	Grade	English/ Language Arts 4 required	Social Studies Social Sciences 3 Required	Math 2 Required	Science 2 Required	Career Pathway Courses (Electives)	Recommended Enhancement Electives or Activities
Secondary	9	Oral Communications (Speech)				Keyboarding Computer Applications (MS Office)	Skills USA DECA or FBLA
	10	Business Communications				Business Concepts Computer Applications (MS Office)	Skills USA DECA or FBLA Job-Shadowing
	11			Computer Science Statistics		IT Youth Apprenticeship - Level One or Two <ul style="list-style-type: none"> • Employability Skills • Customer Service • Electronics (YA Hardware Pathway) • Computer Programming (YA Software Pathway) • Graphics (YA Web & Digital Media Pathway) 	
	12		Economics				

Find Apprenticeship crosswalks on the YA website at:

http://dwd.wisconsin.gov/youthapprenticeship/bridging_apprenticeship.htm



DWD WAGES\$ Grant

Advanced Manufacturing	Information Technology (IT)	Health Care
<ul style="list-style-type: none">• Industrial Manufacturing Technician (Expansion)• Maintenance Technician (Expansion)• Mechatronics (New program)• Welding: Automated Welding (Expansion)• Welder/Fabricator (Expansion)	<p>All new programs</p> <ul style="list-style-type: none">• Data Analyst• IT Service Desk Technician• Software Developer• #4 To Be Determined• #5 To Be Determined	<p>All new programs</p> <ul style="list-style-type: none">• Community Health Care Worker• Medical Assistant• Pharmacy Technician



What's next for YA in Wisconsin?

- Updating program areas and programs
- Continued YA to RA bridge development
- Managing / fostering growth
 - Non-participating schools
 - At-risk youth



Contact Us

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What You Need to Know About Child Labor Laws

Matthew White

Director, Investigations Bureau, Equal Rights Division
Wisconsin Department of Workforce Development

Child Labor

Regulation of Employment of Minors

- Minors – those under 18 years of age
- Federal – Fair Labor Standards Act
- Wisconsin – Child Labor & Street Trades Laws



Child Labor

Wisconsin Law Regulates:

- Types of work in which minors may engage
 - Work permit requirement
 - List of prohibited work / occupations (Hazardous Orders)
- Hours of labor



Child Labor

Work Permit Required (Child Labor/Street Trades)

- Issued to employer -- not to minor
- Not required in agriculture, for Youth Apprentices, or in domestic service
- To obtain a permit, the minor must bring:
 - letter of intent to hire, explaining hours/duties
 - birth certificate / Wis. driver's license
 - social security card
 - parental consent
 - \$10.00 fee (paid by employer or reimbursed)



Child Labor

At what age may minors work?

- Generally, must be 14. May work as young as 12 in the following areas:
 - Agriculture
 - Domestic Service
 - School lunch programs
 - Caddies on golf courses
 - Street Trades
 - Working in a business owned by a parent



Child Labor

Hours and time of day restrictions

- Depends upon age of minor and time of year.
- Minors may not work more than 6 consecutive hours without at least a 30-minute meal period.



Child Labor

Limitations on Hours: 16 & 17-year-olds

- 16 and 17-year-old minors have no daily, weekly, or time of day restrictions, except that they may not work during hours they are required to attend school.
- Must receive time and one-half after 10 hours in a day.



Child Labor

Limitations on Hours: Under 16

Minors under 16 years of age are limited to working no more than 3 hours per day on school days, and no more than 8 hours per day on non-school days.

- From the day after Labor Day through May 31, they may work no more than 18 hours in a week (Sunday through Saturday) and their work must be between the hours of 7:00 a.m. and 7:00 p.m.
- From June 1 through Labor Day, they may work no more than 40 hours in a week (Sunday through Saturday) and their work must be between the hours of 7:00 a.m. and 9:00 p.m.



Child Labor

Prohibited Employment

- Generally, type of work or piece of machinery is prohibited
-- not an establishment
- Depends upon the age of the minor



Prohibited / Hazardous Employment

- Work prohibited to ALL minors is listed, alphabetically in the Administrative Code (Wis. Admin. Code § DWD 270.12). It includes such items as:
 - Coal mines
 - Hoists & hoisting apparatuses
 - Lifeguards
 - Meat processing
- It is important to read each section; there are always exceptions.



Prohibited / Hazardous Employment

- Work prohibited to minors under the age of 16 only is listed, alphabetically at Wis. Admin. Code § DWD 270.13. It includes such items as:
 - Construction
 - Hospitals and nursing homes
 - Loading and unloading
 - Manufacturing, mining, & processing occupations
- Certain sections have exceptions and clarifications.



Child Labor

Exceptions - Prohibited Employment

- Apprentices
- High School Graduates
- Student Learners



Apprentice Exemption

See Wis. Admin. Code § DWD 270.14(1).

- Minors indentured under Wis. Stat. § 106.01. Exempt if performing work within the provisions of a contract of apprentice indenture approved by DWD.



High School Graduate Exemption

See Wis. Admin. Code § DWD 270.14(2).

- Minors who have graduated from high school or completed GED test may perform otherwise prohibited work, except:

- Bakery machines
- Brick & tile manufacturing
- Coal mining
- Explosives
- Hoists
- Logging
- Meat processing
- Metal-forming machines
- Mining, other than coal
- Motor vehicle driver
- Paper-products machines
- Radioactive substances
- Saws
- Woodworking machines
- Wrecking & demolition



Student Learner Exemption

See Wis. Admin. Code § DWD 270.14(3).

- A "student learner" is a
 - student of an accredited school who is
 - employed on a part–time basis to obtain both scholastic credit and
 - employment training
 - under a bona fide written school-work training program agreement.



Student Learner Exemption

- A student learner is permitted to do some work that is otherwise prohibited if the student learner is performing service within a bona fide school-work training program
- sponsored by an accredited school
- authorized and approved by
 - the state department of public instruction,
 - the technical college system board, or
 - the department's youth apprenticeship program.



Student Learner Agreement Must Include:

- Any work prohibited under DWD 270.12- 270.13 is incidental to student learner's training, and shall be intermittent and for short periods of time.
- The student learner shall be under the direct and close supervision of a qualified and experienced person.
- That safety instructions will be given by the school and correlated by the employer with on-time job training.
- A schedule of organized and progressive work processes to be completed on the job.



Types of Work That Are Always Prohibited Under Student Learner Agreements

- Bakery machines
- Manufacturing of brick, tile and similar products
- Coal mining
- Explosives
- Hoists and hoisting apparatuses (except those that are allowed to all minors)
- Logging, saw mill, lath mill, shingle mill, or cooperage stock mill
- Mining, other than coal
- Motor vehicle driver or outside helper
- Radioactive and ionizing radiations substances
- Strikes & lockouts
- Wrecking, demolition and ship breaking
- Gun clubs (always okay 16 & over; prohibited under 16)
- Manufacturing , mining or processing applications (always okay 16 & over; prohibited under 16)



Prohibited / Hazardous Employment

Resources:

- Guide to Wisconsin's Child Labor Laws:
https://dwd.wisconsin.gov/er/labor_standards/work_permit/guide_to_child_labor.htm
- Manufacturing & Construction Equipment & Wisconsin's Child Labor Laws:
https://dwd.wisconsin.gov/dwd/publications/erd/pdf/erd_17607_p.pdf



Hoists and Hoisting Apparatuses

- 16/17 year old may operate floor jacks , service jacks, hand jacks drive on lifts, arm lifts, (and some automation and signal elevators see DWD 270.12(12)) used in conjunction with repairing or servicing motor vehicles.



17 Year Olds May Operate an Automobile If:

- The driving is only occasional and incidental to the minor's employment,
- The driving is restricted to daylight hours,
- The driving takes place within a 30-mile radius of the minor's place of employment,
- The motor vehicle does not exceed 6,000 pounds gross vehicle weight,
- The minor has completed driver's education and has a valid license,



17 Year Olds May Operate an Automobile If:

- The minor has no records of any moving violations at the time of hire,
- The vehicle has seatbelts for all occupants, and the employer has instructed the minor that the belts must be used when driving and riding,
- The driving does not involve towing of vehicles; route delivery or sales; transportation for hire of property, goods, or passengers; urgent time sensitive deliveries, transporting more than 3 passengers who are employees of the employer.



Minimum Wage Rates

- \$7.25 per hour
- During the first 90 consecutive days of employment, employers may pay an “opportunity rate” of \$5.90 per hour.
 - + Applies to persons under the age of 20.
 - + On the 91st day, rate must increase to \$7.25 per hour.



Contact Us

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Equal Rights Division (ERD):

Madison – 608.266.6860

Milwaukee – 414.227.4384

Hit “0” and ask to speak to someone in Labor Standards.

ERD Website: <https://dwd.wisconsin.gov/er/>



Benefits of DWD YA Program

SCHOOLS	EMPLOYERS	STUDENTS
Deliver hands on instruction of employability skills	Promote industry by hiring youth	Gain industry-specific insight
Support CTE departments through state and federal incentives	Ensure a skilled and credentialed workforce by training youth	Be ready for above entry-level Positions upon HS graduation
Strengthen CTE programing and curricula through partnership with insightful employers	Community engagement by mentoring youth	Be able to pursue a clear career pathway directly out of high school



Contact Us

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Wisconsin's Employment of Minors (Child Labor) laws

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